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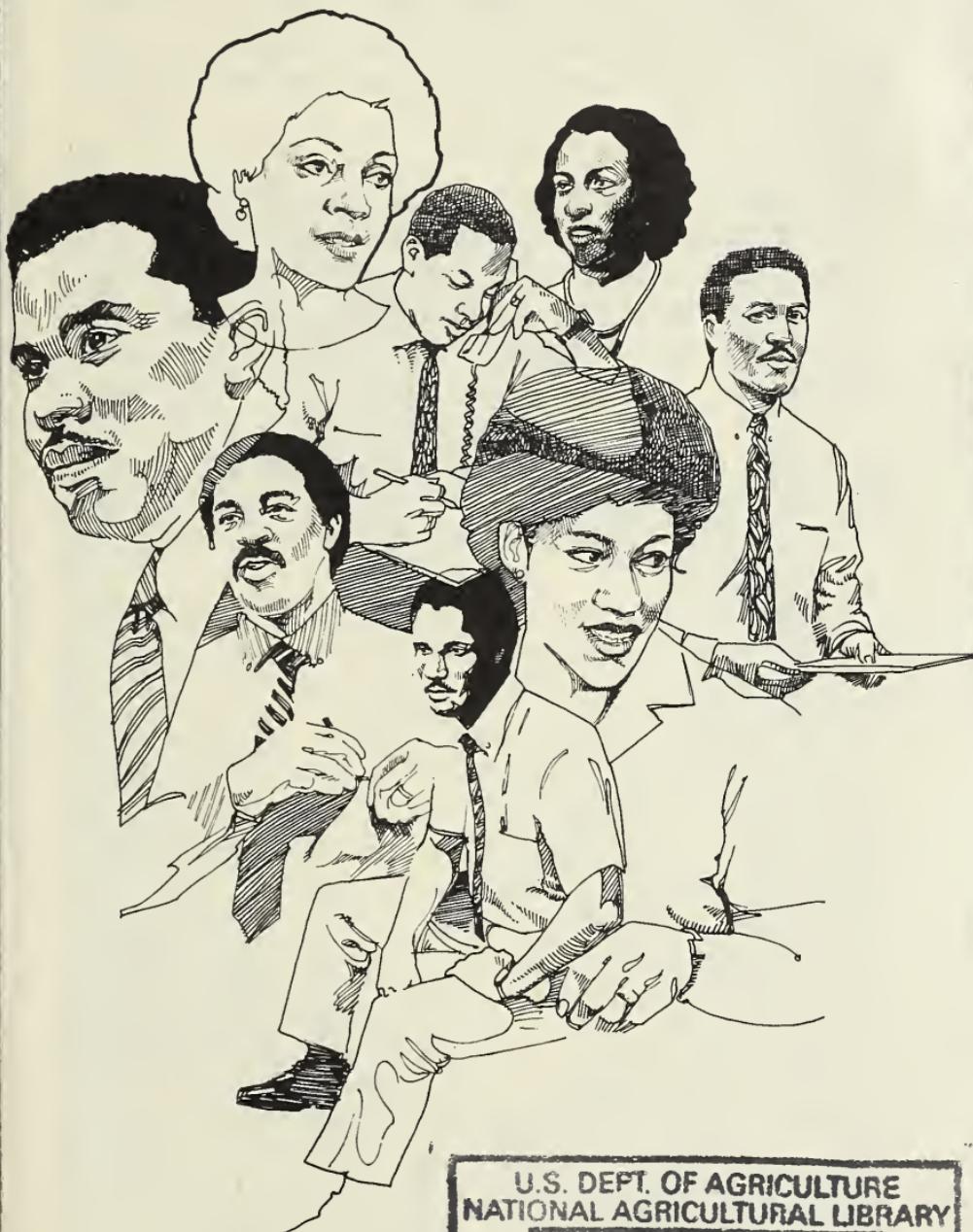
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# Black Emphasis Program



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# **Black Emphasis Program**

## **What is the Black Emphasis Program?**

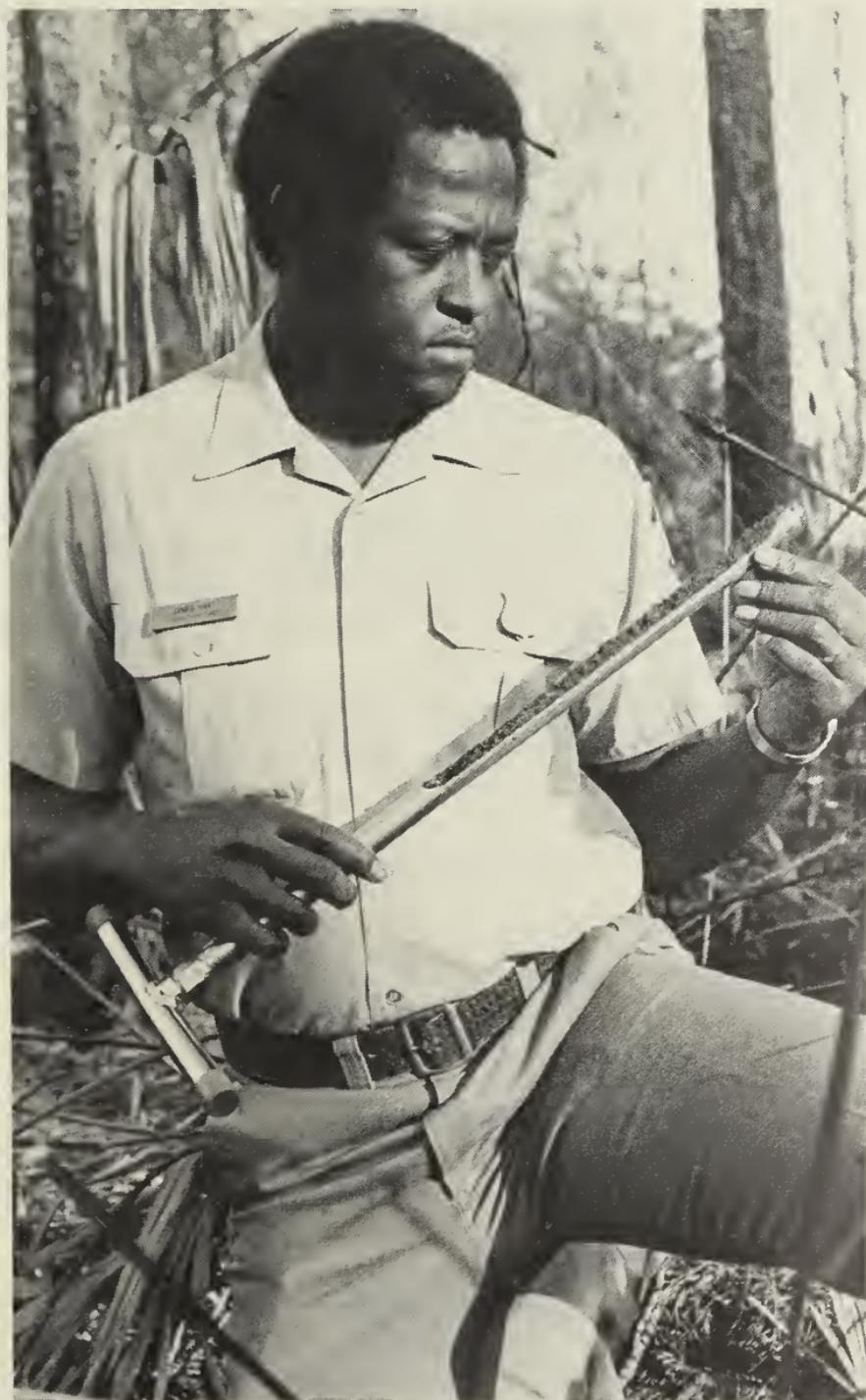
The Black Emphasis Program (BEP) is a component of the total Civil Rights Program effort in the Southern Region. The BEP is designed to enhance the relationships between the Forest Service and black Americans. While just recently defined in the Forest Service's Organizational Guidance, other Federal agencies have had similar programs as a part of their civil rights effort regarding black people for several years. The groundwork for the current BEP can be traced in Federal history to many earlier efforts to assure the human and civil rights for all persons who live within this country. The Federal system has authorized focused efforts to assist and provide for the participation of certain groups. The BEP is one of several of these special emphasis programs.

## **What is the Purpose of the Black Emphasis Program?**

The purpose of the BEP is to involve black Americans in every program, benefit, and service offered by the Forest Service. The BEP advocates the sharing of employment, procurement, access and recreation opportunities with members of the black community. While the BEP has a focus on employment, the primary purpose goes beyond the employment arena. Emphasis is placed on the continuing relationships between the Forest Service and the black community in public land resources management and planning as required by Federal laws and regulations. Therefore, each Forest Service unit should establish its own contacts and positive working relationships within black communities, groups and organizations.

## **How Does the Black Emphasis Program Work?**

The BEP's direction and guidance comes to each Forest Service unit from the chief's and regional forester's offices. Forest supervisors and district rangers are responsible for implementing program direction and following program guidance. To help, BEP managers should be appointed to advise and consult managers and supervisors about the operational needs of the BEP. They should focus on the complete range of issues, concerns and opportunities affecting black communities within their zones of influence.









## **What is the Role of the Black Emphasis Program Manager?**

The Black Emphasis Program manager (BEPM) carries out a variety of duties and responsibilities. The Forest Service Civil Rights Handbook, FSH1706.11, thoroughly describes these duties and lists operating strategies essential to a successful BEP. In summary, the BEPM's primary role is that of advisor to the Forest Service's top management. He or she advocates and shares information from a black perspective on the major issues, concerns and opportunities within management's control. Also, the BEPM serves as a change agent to stimulate the advancements in relationships between the Forest Service and members of the black community.

How the BEPM's role is performed will vary from one unit to another depending upon several factors, e.g., the proximity to black population centers, the needs of the assigned unit, the amount of time assigned to perform the BEPM's job and the personal experiences of the assigned BEPM. The BEPM should develop a yearly work plan that outlines the major objectives and tasks to be performed. Work plans should help BEPM's to 1) establish their credibility; 2) provide for accountability and evaluation; 3) prioritize tasks to be done. In the employment arena, the BEPM has an added role. He or she analyzes the work force, identifies barriers to the employment and advancement of blacks, and develops possible solutions to suggest to the line officer (district ranger, forest supervisor, and regional forester). Managers and supervisors will then implement the policies resulting from line officers' directions on BEP subjects.

## **Who are the Black Emphasis Program Managers in the Forest Service?**

In the locations listed below, they are:

1) Washington Office -	Name	Telephone Number
2) Regional Office -	Name	Telephone Number
3) Forest/District -	Name	Telephone Number

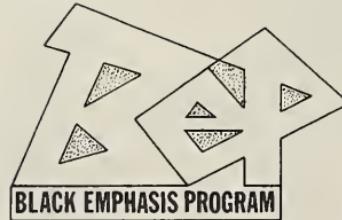
For further information, check your unit's Affirmative Action Plan, F.S. Manual 1700, FSH 1709.11 or contact your local FWP representative.



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Civil Rights Unit  
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